

Headquarters U.S. Air Force

Integrity - Service - Excellence

Personnel

Issues

**Promotions &
Evaluation**

19 Aug 2003



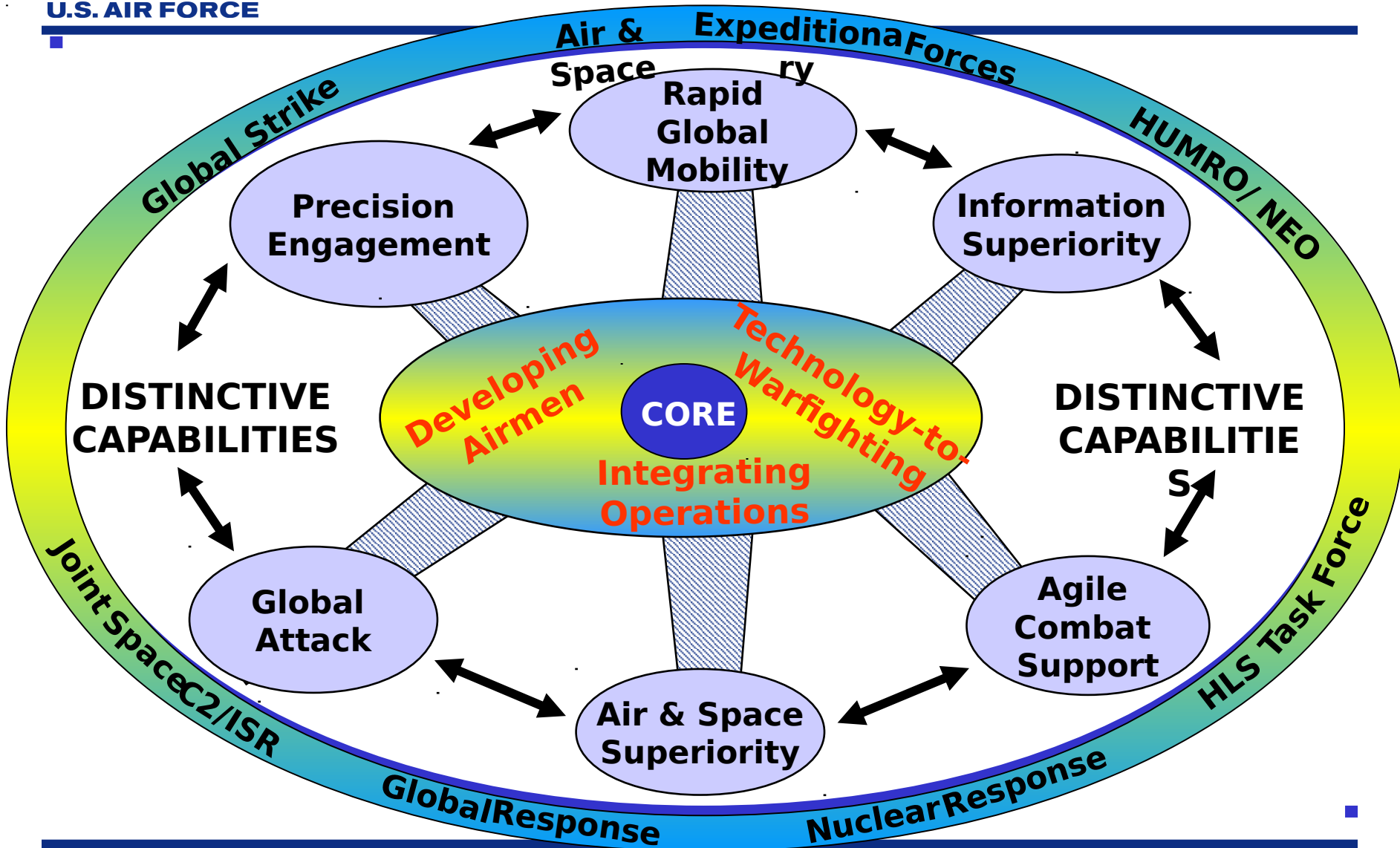
U.S. AIR FORCE

**CMSgt Carol Dockery
Chief Evaluations & Enlisted
Promotions**



Air Force Core Competencies

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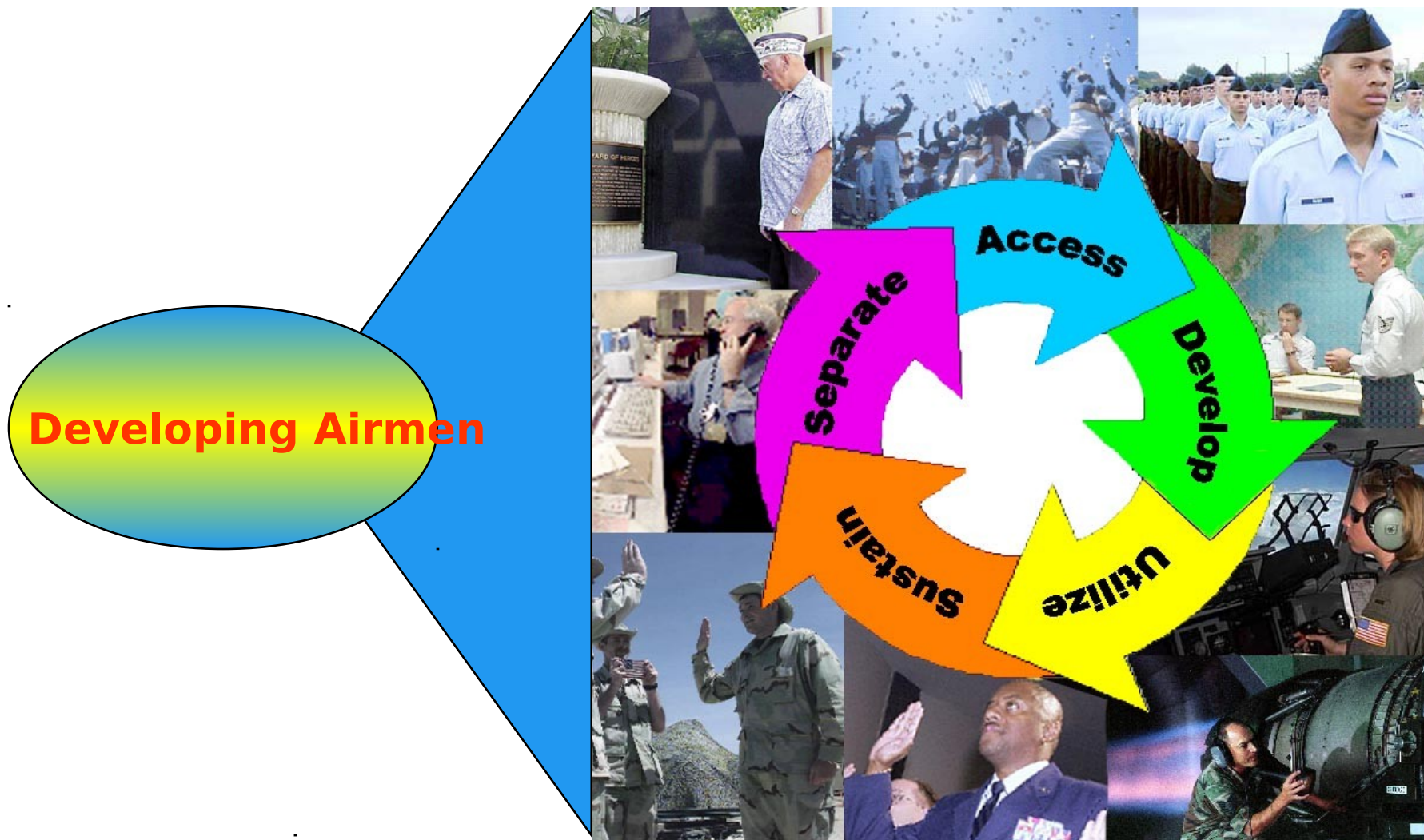


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Personnel Lifecycle

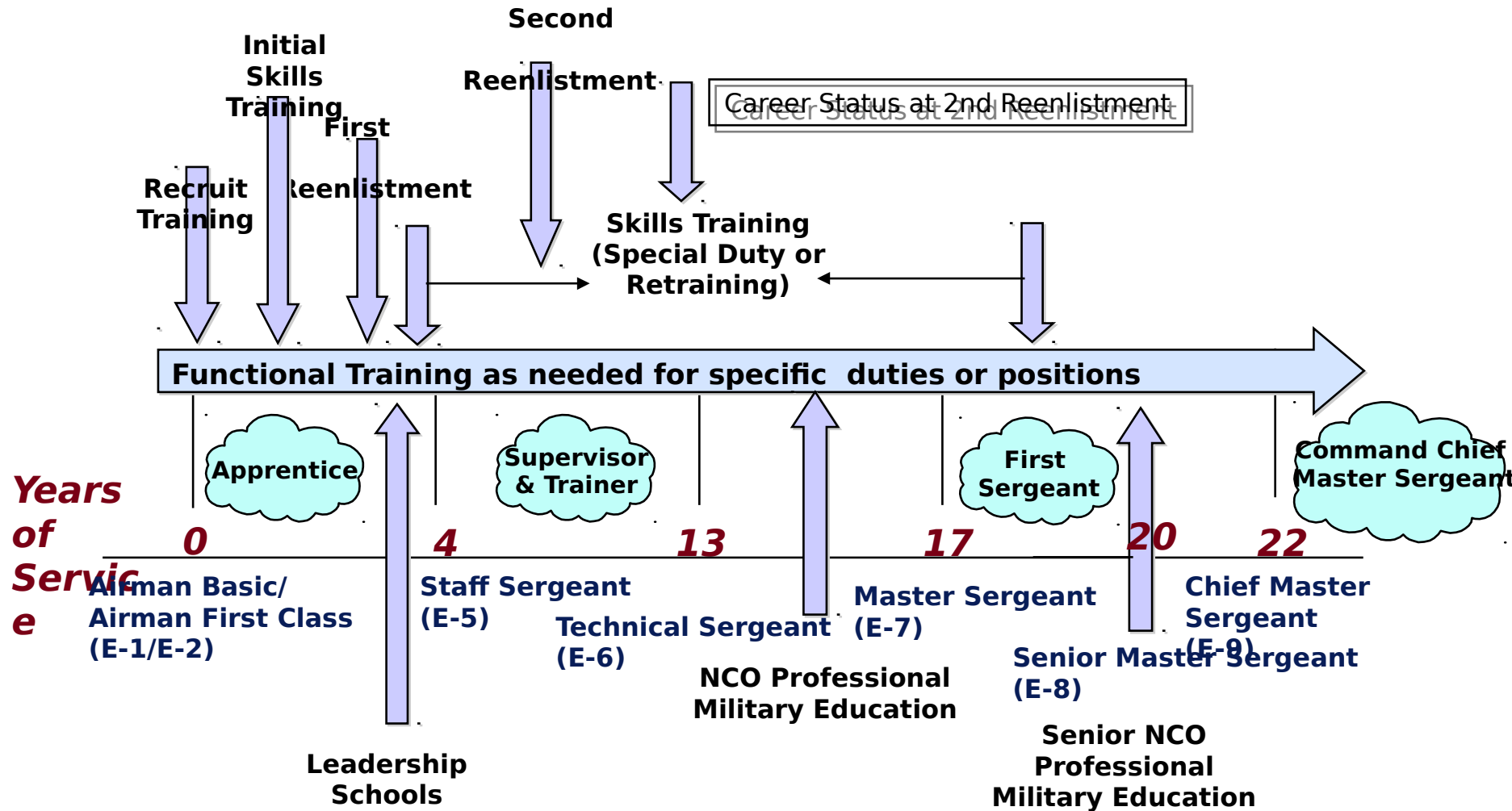


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Enlisted Career Path

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Years
of
Service

0

Airman Basic/
Airman First Class
(E-1/E-2)

4

Staff Sergeant
(E-5)

13

Technical Sergeant
(E-6)

17

Master Sergeant
(E-7)

20

Senior Master Sergeant
(E-8)

22

Chief Master Sergeant
(E-9)

Command Chief Master Sergeant

Leadership
Schools

NCO Professional
Military Education

Senior NCO
Professional
Military Education

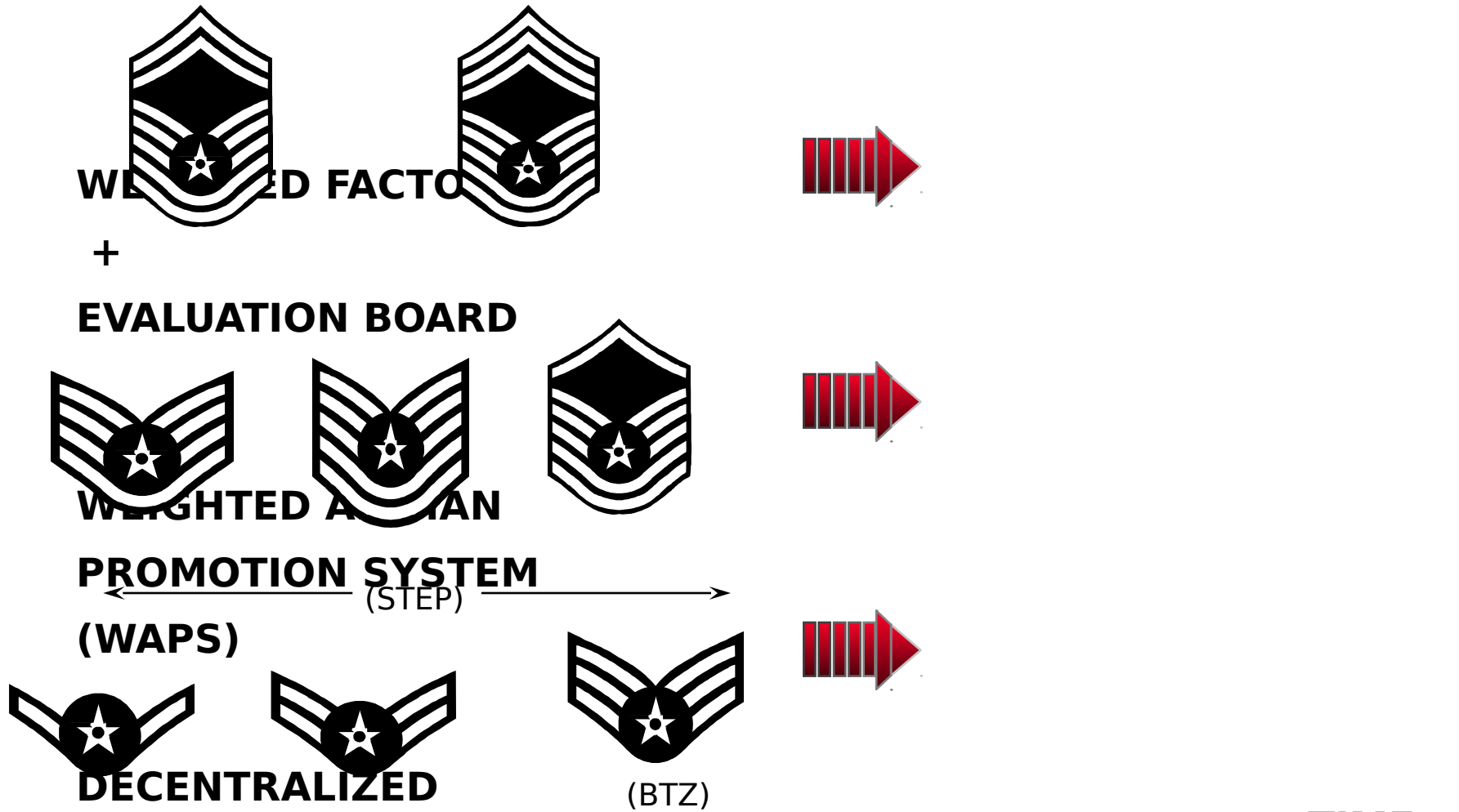
As of:

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How We Promote



- TIME

- TIME

IN GRADE *Integrity - Service - Excellence*

As of:



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Promotion Process for Top-5 Grades

- **GRADE CEILING**



- **FISCAL CONSTRAINTS**
- **END STRENGTH CONSTRAINTS**
 - **CMSGT/SMSGT = 3%**
 - **SSGT/TSGT/MSGT = AF/OSD GUIDANCE**

- **PROMOTION QUOTAS**



- **GRADE VACANCY**
 - **RETIREMENT, SEPARATION, ETC**
- **EQUAL SELECTION OPPORTUNITY**
 - **EQUALLY DISTRIBUTED BY CAREER FIELD**
 - **CHRONIC CRITICAL SKILLS - ADDS**

20% TO SELECTION RATE

As of:

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Current Issues

Enlisted Promotions

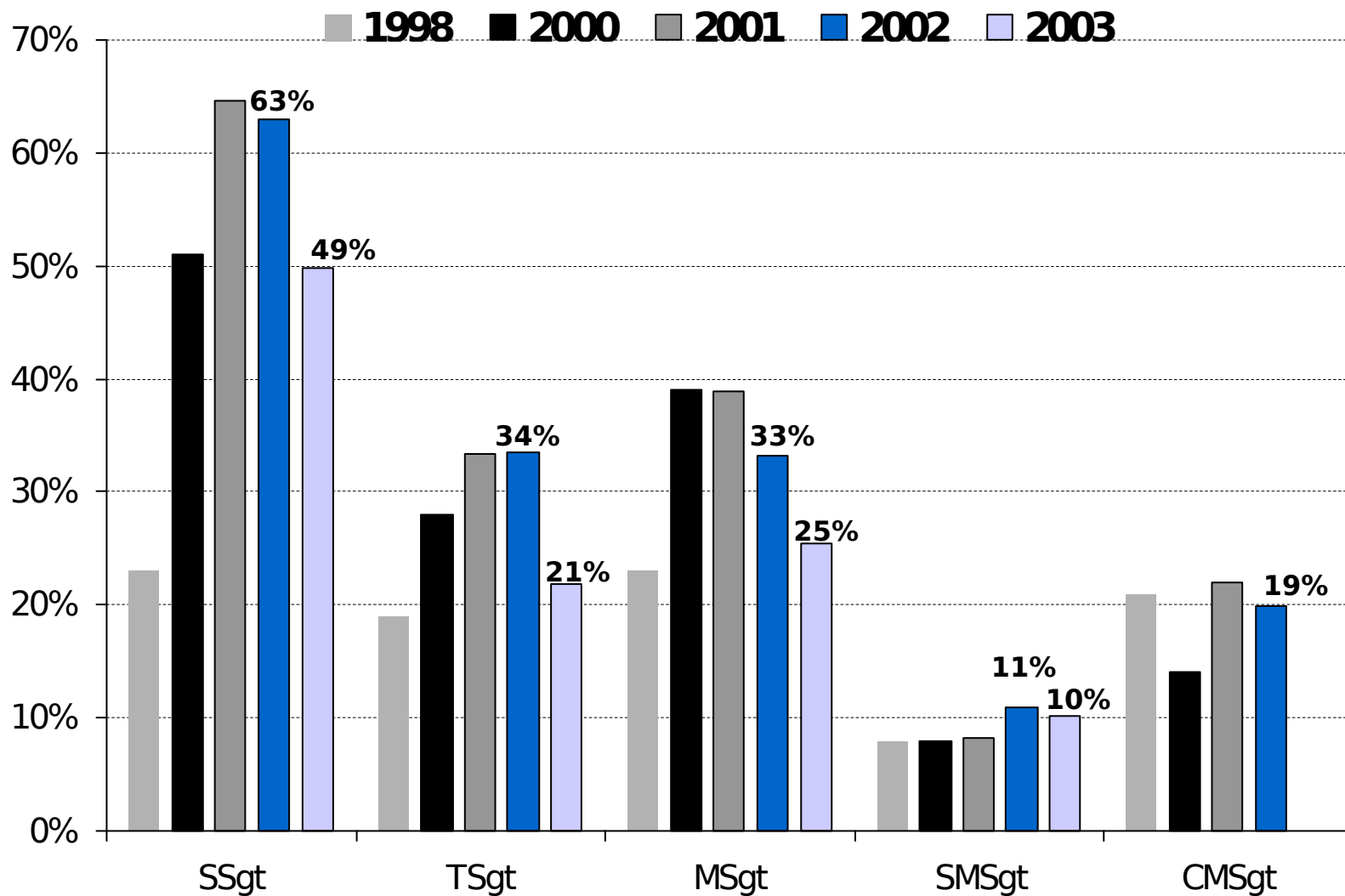
- **Promotion rates will decline slightly through FY06**
 - **Incremental growth through FY03 due to increase in NCO grade mix, moved from 46 to 56% of enlisted force**
 - **Decrease due to improved retention rates and few voluntary retirements**





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Enlisted Promotion Rate History



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Promotion Outlook

	<u>CY01</u>	<u>CY02</u>	<u>CY03</u>	<u>CY04</u>	<u>CY05</u>	<u>CY06</u>	<u>CY07</u>	<u>CY08</u>
SSgt	63.8	65.9	49.7	65.6	64.2	63.2	61.4	57.9
TSgt	33.6	30.5	24.5	23.7	22.3	21.2	19.9	18.6
MSgt		38.5	38.2	37.0	34.0	33.0	33.5	31.8
	29.3							
SMSgt	8.2		10.1	10.2	10.8	10.9	11.4	11.7
	11.5							
CMSgt	18.3		20.2	22.6	22.3	23.3	25.0	25.9
	25.9							

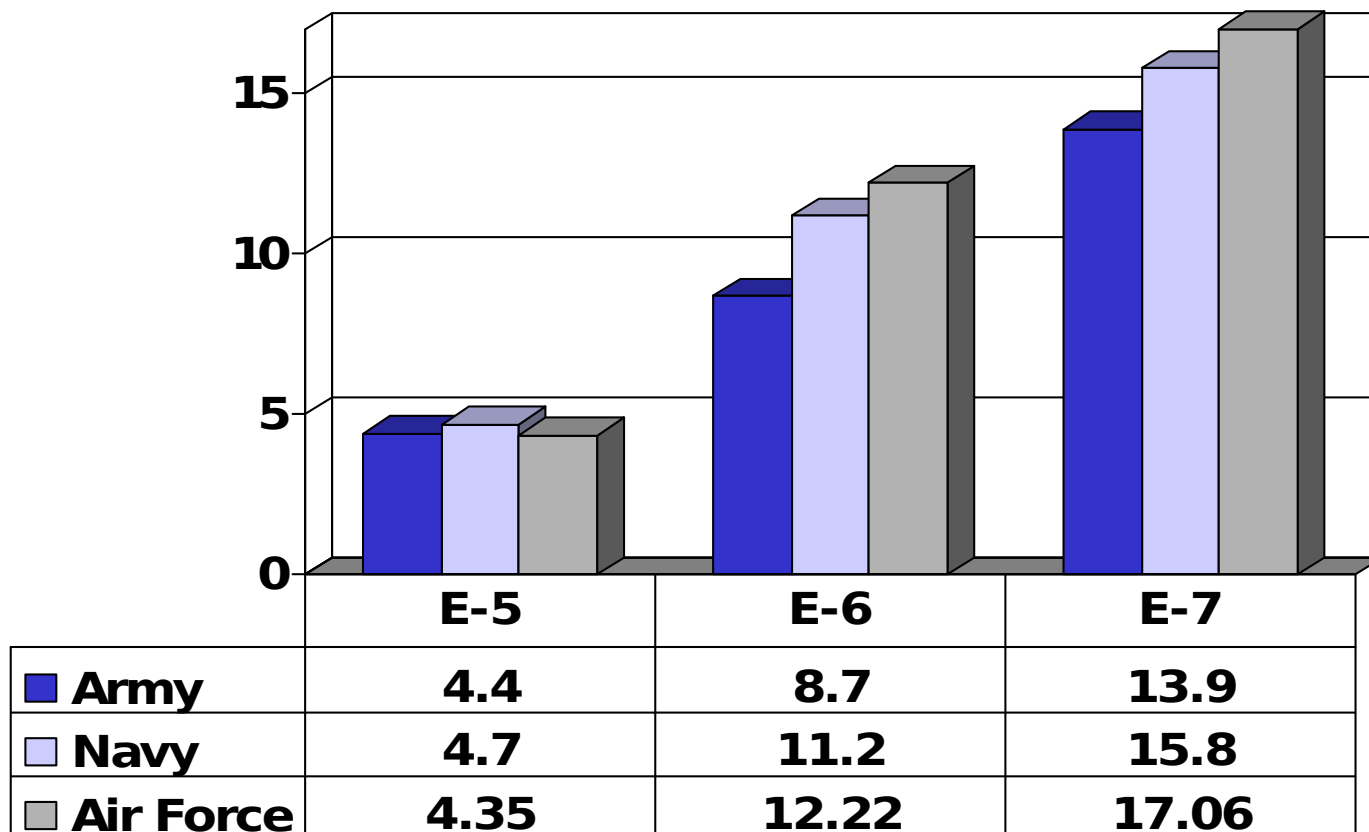
*Projections in black



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Current Issues

Comparison w/Sister Services



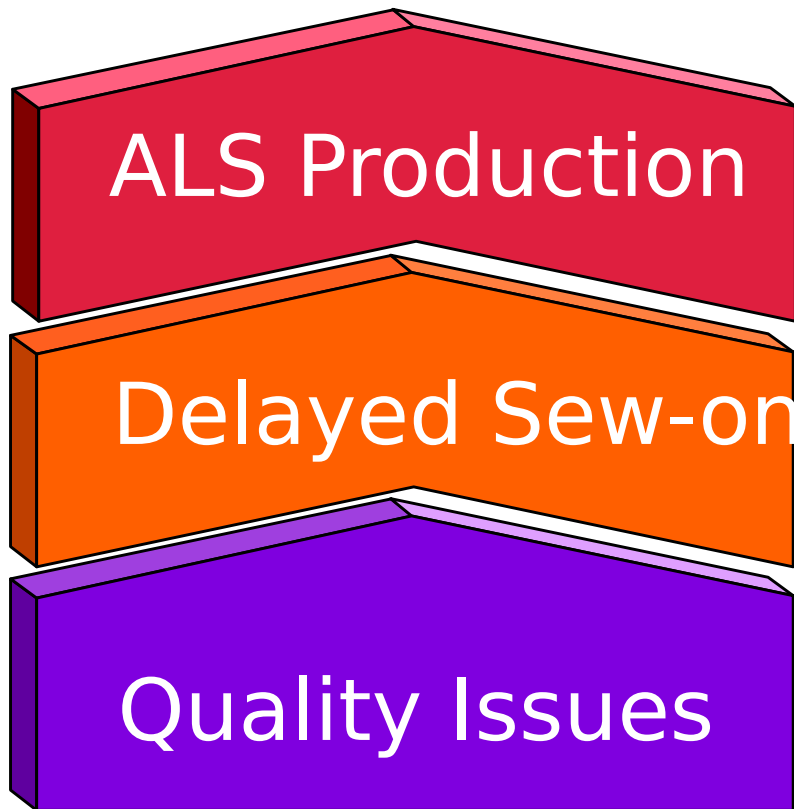
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Current Issues

Unintended Consequence



- ALS Required for pin-on
 - **Seniority**
 - **Projected to non-ALS area**
 - **Work production hard**
- MAJCOM DP can waive PME requirement for operational reasons
- At least three opportunities for commanders and supervisors
 - **Say “no” prior to test**
 - **Say “no” at announcement**
 - **Say “no” before sew-on**

Never assume “Johnny” doesn’t stand a chance

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Current Issues

Enlisted Promotions

- Promotion rates will decline slightly through FY06
 - Incremental growth through FY03 due to increase in NCO grade mix, moved from 46 to 56% of enlisted force
 - Decrease due to improved retention rates and few voluntary retirements
- **FY02 NDAA authorized increase in E-8 grade ceiling from 2 to 2.5%**
 - **Delayed implementation**
 - **First, need to analyze impact of HYT policy change**





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Current Issues

Chronic Critical Shortage Skills

- **FY03 SNCO Chronic Critical Skills Program**
 - **Provides CSAF flexibility to target war-fighting/mission critical/stressed specialties with increased promotions**
 - **Too early to predict effects of HYT changes or Stop Loss; Annual incremental review determines parameters**
 - **Three-tier promotion enhancement implemented for CY03E8:**
 - CCS skills above 90% at 1.2 times non-CCS skills
 - CCS skills below 70% at 1.4 times non-CCS skills
 - CCS skills below 70% and 25 or less weighable eligibles at 3 times non-CCS skills





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Current Issues Evaluations

- **Proposed EES/OES Review, Summer CY04**
 - **Does system adequately supports the War fighter**
 - **Are mandatory evaluation requirements appropriate; change to TAFMS from 20 to 16 months of service**
 - **Rating chain deviation**
 - **Stratification clarification**
 - **Performance feedback**

A collage of various American military and historical images. In the top center, a soldier in a uniform holds a flag. To the right, a military aircraft flies in the sky. In the bottom right, two soldiers in camouflage run through a field. In the bottom left, a large American flag is draped over a military vehicle. In the top left, a person in a red robe stands in front of a building. A central dark blue shield-shaped overlay contains the text "What's on your mind?".

**What's
on your
mind?**



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End Strength Stressed Career Fields

No increase in end strength “Transformation means shifting resources from bureaucracy to the battlefield” - SecDef Rumsfeld

- **Stressed Career Fields (SFS, OSI, Intel...)**
- **Manpower Initiatives:**
 - **Adjust our skill mix**
 - **Overhaul Manpower Requirements determination process**
- **Personnel Initiatives:**
 - **Adjusting TPR process**
 - **Focus on quality not just quantity**

Force shaping legislation and funding needed to provide the right mix of junior, mid-level, and senior personnel

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High Year of Tenure - 2003

- **Retains Experience & Improves Retention; Increased HYT gates for E-4 through E-8; E-9 increase under study**
- **HYT Chronology: Established in 1972 as part of the Total Objective Plan for Career Airmen Personnel (TOPCAP) to manage enlisted force structure, sustainment and promotion tempo**

High-Year-of Tenure Policy Changes

YEAR	E-4	E-5	E-6	E-7	E-8	E-9	E-9 (HYT-33)
1972	20	20	23	26	28	30	33
1991	10*	20	20	24	26	30	Elim in 1989
2001	10*	20	22**	24	26	30	N/A
2003	12	20	24	26	28	30	Under study

*SRB Skills may serve up to 12 YOS

**Effective 1 Jul 01

I n t e g r i t y - S e r v i c e - E x c e l l e n c e



Increase in E-8 Grade Ceiling

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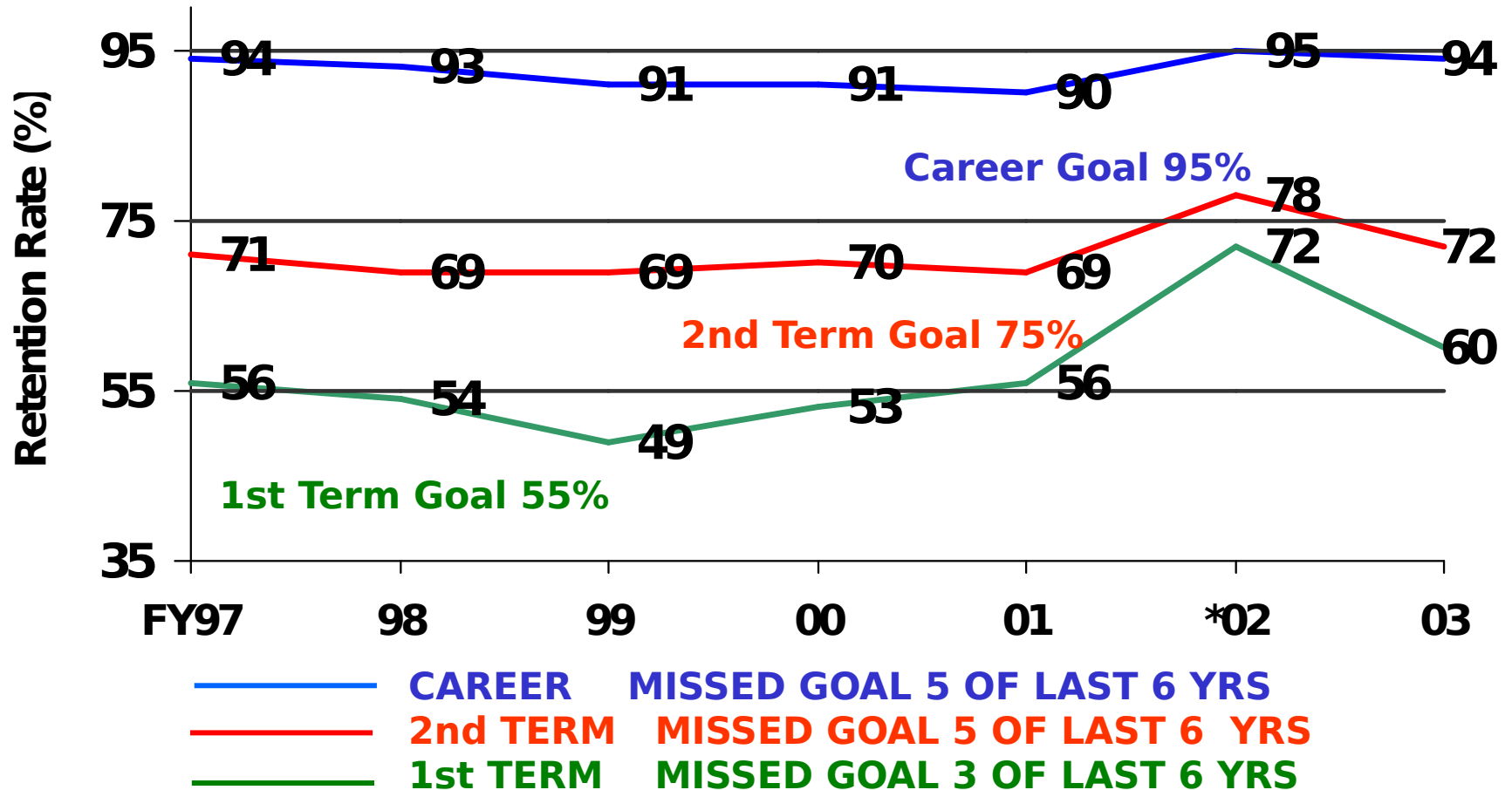
- **FY02 NDAA amends Section 517(a) title 10, United States Code by striking 2 percent E-8 grade ceiling and inserts 2.5 percent**
- **Authority gives Service Secretaries for the Navy, Marine Corps and Air Force flexibility to increase active duty E-8 grade ceiling by .5 percent; Army given similar flexibility under previous authority**
 - **Pervious authority limits daily average number of active duty enlisted members serving in top two grades (other than for training) to no more than 3 percent of the active duty force on Jan 01 of that year**
 - **E-9 grade ceiling remains 1 percent**
- **Immediate 753 endstrength plus up, gradually increasing to 901 by 2009**
- **Coupled with HYT increase, we'll realize slight changes in promotion opportunity but numbers promoted and average sew-on times remain fairly consistent**
- **Allows increased force structure flexibility**

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Enlisted Retention Trends

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***FY02 rates uncharacteristically high due to stop loss**



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Current Issues

Increased Flexibility

- **Eligibles deployed to OIF have two testing options:**
 - **Test prior to the start of the testing cycle as booklets are available**
 - **Wait until their return**
- **Testing options after deployment**
 - **60 days study time after return if deployed > 90 days**
 - **30 days study time if deployed < 90 days**
- **Promotion results provided to deployed/CCs through PERSCO teams (Red Mini)**
- **Data Verification Records (DVRs)/score notices available through vMPF for deployed members**



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Current Issues

Weighable vs Nonweighable

- **To compete for promotion during the initial select run you must be eligible and your record weighable**
- **Weighable record**
 - **All weighted factor (EPRs, decorations, PFE, SKT, TIG, and TIS) elements are present**
- **Nonweighable record**
 - **One or more weighted factor is missing**



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Current Issues

Weighable vs Nonweighable

- **Nonweighable records becoming weighable after the initial select run receive promotion consideration during monthly in-system supplemental runs**
- **AF Target Goal For Nonweighables At Selection Time**
 - **.025% of total eligibles for E-8/E-9**
 - **.075% of total eligibles for E-5/E-6/E-7**
- **What Happens When Goal Is Not Met?**
 - **Quota impacted--Air Staff holds back for supplementals**



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Current Issues

Historical Nonweighable Rates

Nonweighable Rates

Cycle 02

02E5: 8.78%

**02E6: 3.98% (1,400)
(5,402)**

02E7: 3.48% (700)

02E8: 6.74%

02E9: 5.85%

Cycle 03

03E5: ??????

03E6: 14.26%

03E7: 11.38% (2,423)

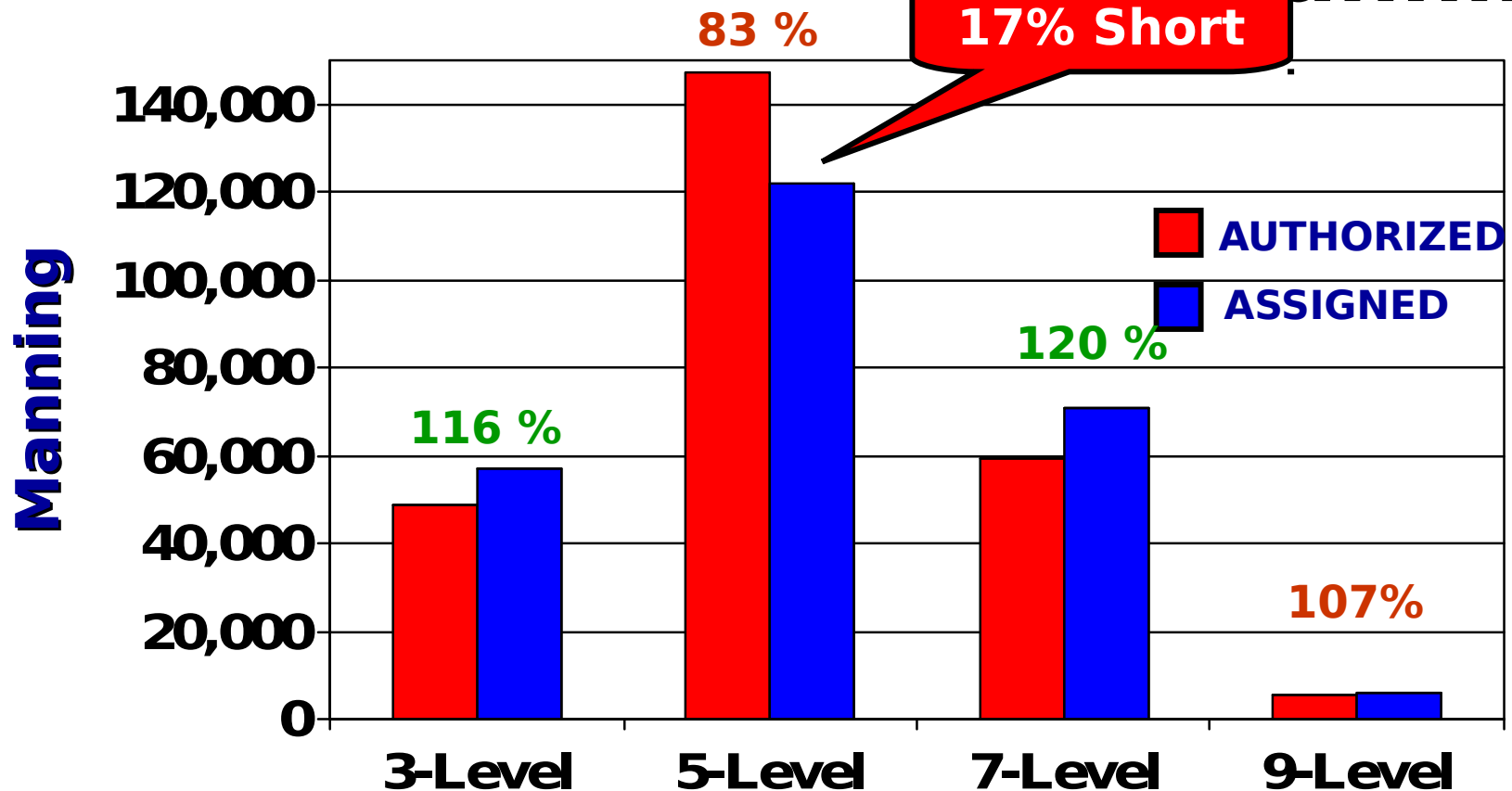
03E8: 10.99%

03E9: ??????



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AF Enlisted Manning



AF Enlisted Manning: 98%... But 5-Levels Critically Short



Enlisted Bonus Programs

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- **Selective Reenlistment Bonus (SRB):**
 - Primary incentive to encourage the reenlistments in certain skills
 - Maximum payment is \$60,000
- **Enlisted Initial Entry Bonus (EIEB):**
 - Improve our ability to sustain critical/technical skills by having initial enlistment for 6-years instead of four
- **Special Duty Assignment Pay (SDAP)**
- **Critical Skills Retention Bonus (CSRB)**
 - Authorizes bonus pay up to \$200K (not beyond 25YOS) to members who are serving in a skill service secretaries deem critical
 - Due to funding constraints, currently only offering to 5 Officer skills

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